

7 DEC 1978

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OLC #78-3618

MEMORANDUM FOR: Senior Training Officer
Office of the DCI

FROM: Harry E. Fitzwater
Director of Training

SUBJECT: Training for Deaf Employees

1. As a result of arrangements made with the Office of Data Processing (ODP), the Office of Training (OTR) designated two runnings of the Introduction to CIA (ITCIA) course as being open for deaf employees, and OTR provided signers for both of these runnings. Our experience with these courses has indicated that such an effort is worthwhile, and we are, therefore, designating the 26 March 1979 and 10 September 1979 ITICIA runnings as being open for deaf employees.

2. In the course of our dealings with ODP on the matter of training support for the deaf, that Office put additional training requirements on OTR for its deaf personnel. Several of these requirements fall in the area of management, employee development, and leadership. We have examined the feasibility of enrolling deaf people in existing courses which address themselves to these topics and have concluded that such an approach would not be the best course of action. Because an essential ingredient of any course dealing with interpersonal relationships is the communication between the students themselves, it is our opinion that it is necessary to develop some courses addressing themselves to supervision, management, and leadership, which would be attended by deaf personnel exclusively. While a signer would be required for communications between the staff and the students, the vital communications between students could be direct and personal. We are hopeful that such a course or courses can be developed and offered by spring of 1979.

3. The Office of Personnel advises us that deaf employees are currently assigned not only to ODP, but also to the Office of Logistics, Foreign Broadcast Information Service, Office of Personnel, [REDACTED] and the Office of Central Reference. Obviously we desire

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that any training developed would be taken advantage of by all of these employees where it is appropriate to their duties. We will keep you informed of developments in this area, and we would welcome comments or suggestions from you that may relate to your particular needs.

[Redacted Signature Box]

Harry E. Fitzwater

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